



CMS

Certified Manufacturing Specialist

***Georgia's Partnership With Manufacturing
Industries Through The Department Of
Technical And Adult Education***



Certified Manufacturing Specialist

***State Certification Designed to
Create an Available Skilled
Workforce in Georgia***

Copyright Georgia Department of Technical and Adult Education



Purpose

- **Meet industry requirements for employees with essential knowledge, skills, and attitudes to successfully perform in manufacturing positions**



Industry Driven

- **Industries worked with technical colleges to create several programs at local level**
- **Increasing needs led to development of a statewide program**



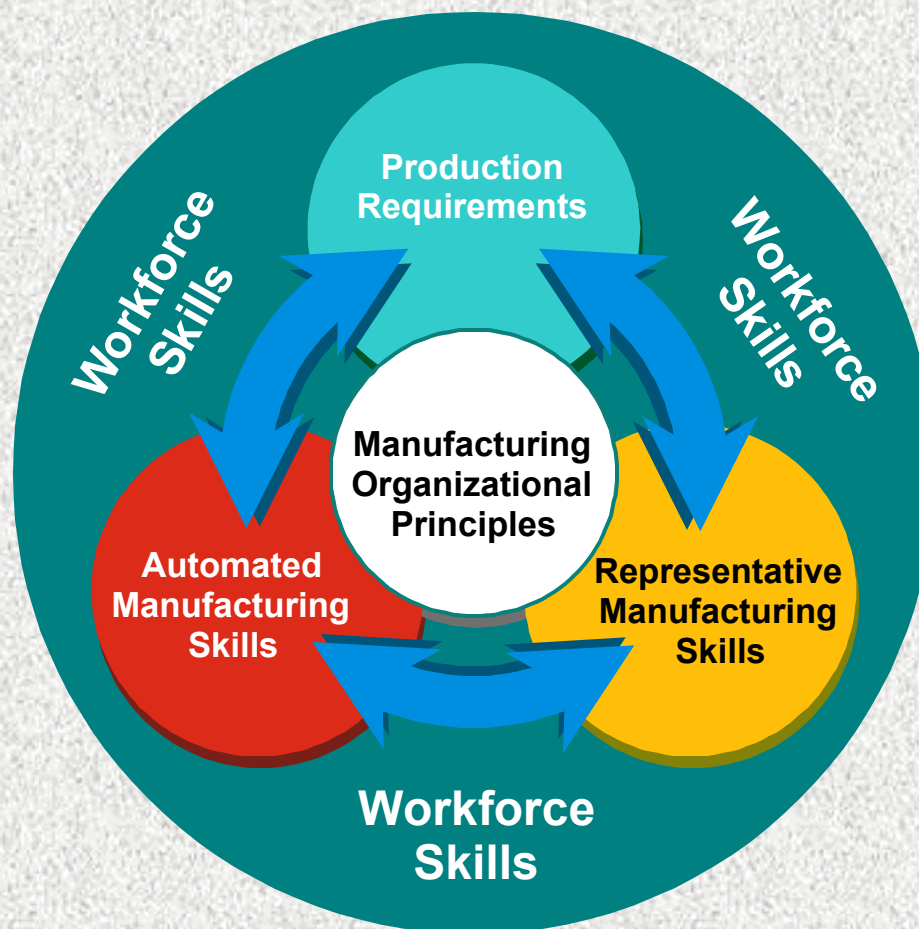
Manufacturing Focus Groups

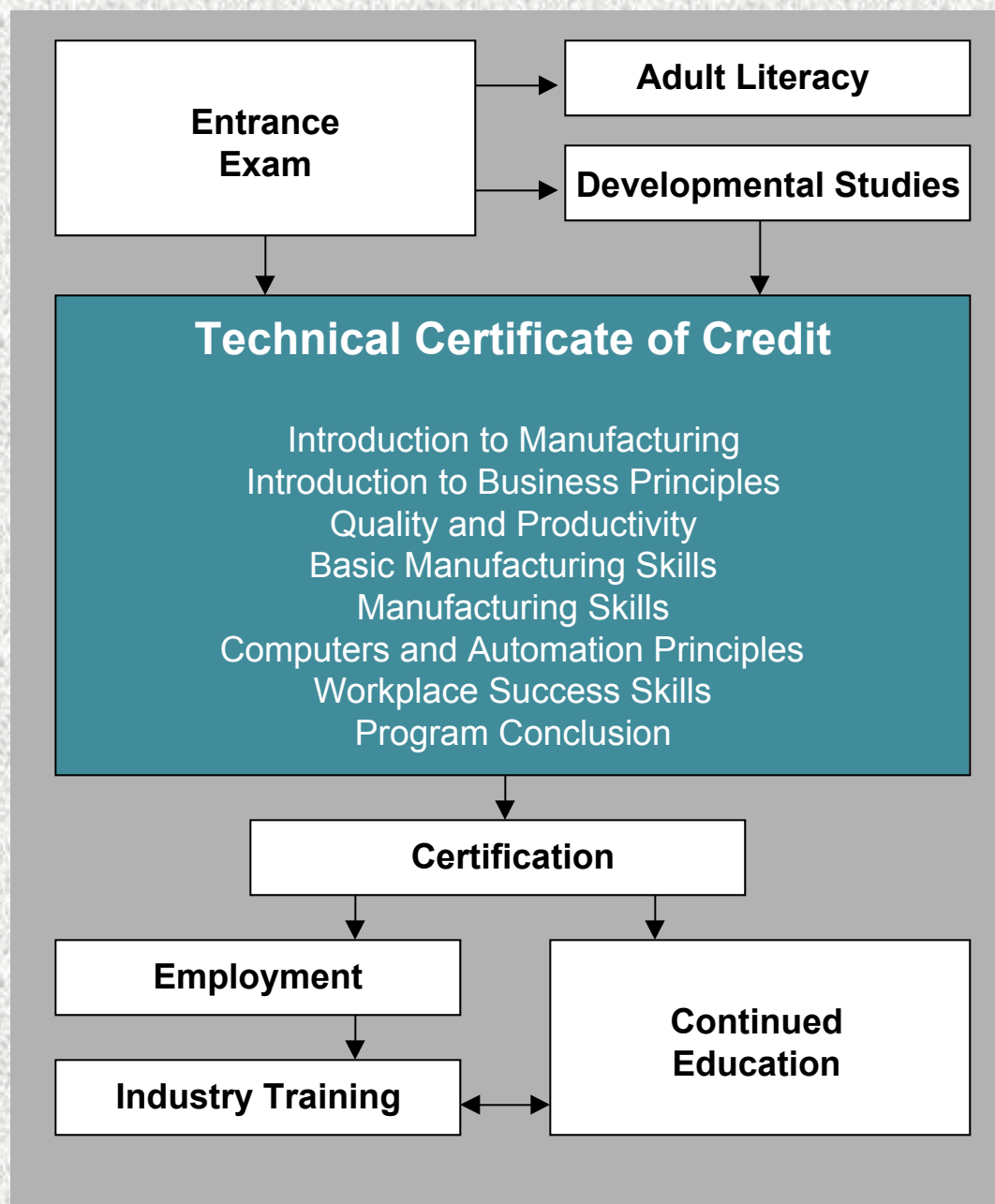
Avery Dennison
**Armstrong World
Industries**
Blue Bird
Caradon Indalex
Caterpillar
Coats and Clarke
Federal Mogul
Flint River Textiles

Globe
Hayes Lemmerze
John Deere
Kubota
Kwikset
Mattel
Miller Brewing
NyPro
Northup

Proctor & Gamble
Riverwood
International
SKF, USA
Siemens
Automotive
Torrington
Industries
YKK
ZF Transmission

Skills Development Model







Introduction To Manufacturing

- **Program orientation & introductory video**
- **Introduction to manufacturing processes**
- **Learning for success**
- **Workplace ethics / values**



Introduction To Business Principles

- **Supply and demand**
- **Customer and quality focus**
- **Profit and productivity**
- **Minimizing scrap and waste**
- **Confidentiality**



Quality and Productivity

- **World class manufacturing**
- **Statistical process control**
- **Tools for excellence**
- **Critical thinking skills**



Basic Manufacturing Skills

- **Powered material handling equipment**
- **Basic math**
- **Precision measurements**
- **Blueprint reading**



Manufacturing Skills

- **Basic mechanics**
- **General plant safety**
- **Fundamentals of electricity**
- **Hand and power tools**
- **Hydraulics and pneumatics**
- **Bearings, seals, lubricants**



Computers & Automation Principles

- **Introduction to Industrial Controls**
- **Introduction to Computers and Automation**
 - **Computers in the Work Place (CBT)**
 - **Computer Quiz Show**
 - **Windows Environment (CBT)**



Workplace Skills

- **Team Interactions / Working Together**
- **Communication Style Profiles**
- **Listening Skills**
- **Stress Management & Personal Wellness
(Drug Free Workplace)**
- **Positive Image / Interview Skills**
- **Managing Change**



CMS Flexible Applications

- **Open enrollment**
- **Industry on-site specific**
- **Available workforce pool**
- **Technical colleges and high school collaboratives**



We Want To Interview You!

Columbus, Georgia

WE WANT TO INTERVIEW YOU!

**Be guaranteed an interview with
one of the companies listed in this ad!**

Georgia's *Certified Manufacturing Specialist* training program will provide you with skills necessary to succeed and progress in today's high performance manufacturing environment. The *Manufacturing Academy at Columbus Technical Institute* is working with the State's *Quick Start* program, *The Valley Partnership*, the *Greater Columbus Chamber of Commerce*, the *Development Authority of Columbus*, the *Department of Labor*, and our business partners to offer hands-on manufacturing skills training and job placement assistance.

Upon successful completion of training you will be certified by the *Academy* and guaranteed an interview with one of our business partners: *Char-Broil*, *Fieldcrest Cannon, Inc.*, *GNB Technologies*, *Goldens' Foundry and Machine Company*, *J.H. Williams*, a division of *Snap-on*, *Johuston Industries*, *Kodak Polychrome Graphics*, *Morton Machine Works*, *ONEDA Corporation*, *Pratt & Whitney*, *Precision Components International Inc.* and *RUCO Polymer Company of GA*.

Our business partners offer competitive salaries, full time and part time jobs, and flexible hours. Excellent benefits are available, including health, life, and dental insurance, paid holidays and vacation, retirement/pension/401K plans and more. Operator, technician, journeyman, apprenticeship, and coordinator positions offered in diverse operations including: machining, casting, automated production, welding, assembly, finishing, packaging, material handling, maintenance, shipping and receiving, and inventory control.

Georgia residents may choose to use HOPE scholarship funds to cover tuition/books. High school diploma/GED not required for program admission. Most business partners require high school diploma/GED for employment.

Interested applicants apply in person:



Georgia Department of Labor
700 Veterans Parkway
Columbus, Georgia

March 24th, 25th, 26th and 27th
from 8:30 a.m. - 6:00 p.m.

Char-Broil



GNB
Technologies



Kodak Polychrome

ONEDA
CORPORATION



PCI
Precision Components
International Inc.

RUCO



**CMS****Certified Manufacturing Specialist**

We Want To Interview You!

Savannah, Georgia

WE WANT TO INTERVIEW YOU!

Be guaranteed an interview with
one of the companies listed in this ad!

Georgia's *Certified Manufacturing Specialist* training program will provide you with skills necessary to succeed and progress in today's high performance manufacturing environment. The *Manufacturing Academy* at *Savannah Technical Institute* is working with the State's *Quick Start* program, *Savannah Area Chamber of Commerce*, *Savannah Economic Development Authority*, and our business partners to offer hands-on manufacturing skills training and job placement assistance.

Upon successful completion of the *Certified Manufacturing Specialist* training you will be certified by the *Academy* and guaranteed an interview with one of our business partners: *Brasseler*, *Carson Products*, *Chatham Steel*, *Colonial Oil*, *EM Industries*, *Engelhard*, *GAF*, *Georgia Ports Authority*, *Great Dane*, *Hercules*, *Hobart*, *J.C. Bamford*, *Kemira*, *Lummus*, *Palmer Johnson*, *Savannah Electric*, and *Union Camp*.

Our business partners offer a variety of full-time positions, competitive salaries, varied shift positions, available overtime, and excellent benefits. Benefits can include: health, life, and dental insurance, paid holidays and vacation, retirement/pension/401K plans and more. Boiler operator, chemical operator, CNC operator, technician, electricians, and coordinator positions are offered in diverse operations including: machining, welding, laser cutting, assembling, finishing, polishing, painting, packaging, fabricating, material handling, maintenance, shipping and receiving, inventory control, and self-directed work teams.

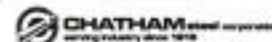
Georgia residents may choose to use HOPE Grant funds to cover tuition/books. Many business partners require high school diploma/GED for employment.

Interested applicants should call (912) 748-5170 to make a reservation to attend one of the following *Certified Manufacturing Specialist* orientations at:



Savannah Technical Institute
Main Campus Auditorium
5717 White Bluff Road
Savannah, Georgia 31405

January 20th and 27th, 1999
from 9:00 a.m. - 1:00 p.m.
and
from 6:00 p.m. - 10:00 p.m.



ENGELHARD



Great Dane Trailers

HERCULES



PALMER JOHNSON



SAVANNAH TECHNICAL
INSTITUTE



High School Collaboratives

CURRENT

35 High Schools



16 Technical Colleges





CMS Status December 2000

Total certified	3,827
Total enrolled	359
Program total	4,186



CMS Participant Benefits

- **Personal improvement, developing skills, attitudes, and knowledge**
- **Entry into a seamless educational career ladder**
- **Education cost covered by HOPE grant**
- **Literacy assistance (if needed) also covered by HOPE**
- **Employment / career advancement**



CMS Business Benefits

- **An available, skilled manufacturing workforce**
- **Higher levels of productivity and quality and service**
- **Reduced turnover**
- **Increased competitive position**
- **Greater profitability**



CMS Testimonials

Whitepath Fab Tech

"In using the CMS program in our facility of 150 employees, I have seen an improvement in our morale; Significantly lower turnover; Ability to read and understand pareto charts; And employees ask questions on meeting our customer delivery dates."

Randy Durden
President
Whitepath Fab Tech
Ellijay, Georgia

Cybershield of GA

"Our CMS graduates are more confident, empowered, team-oriented and largely responsible for a 20% productivity increase in our facility. Our CMS graduates can read, write, complete math problems and much more adept at solving production related problems."

Jon Pack
Plant Manager
Cybershield of GA
Canton, Georgia



CMS Employers

Anchor Glass

Avery Dennison

Caterpillar

Cellofoil

Cooper Lighting

Cybershield

Globe Industries

Goldens' Foundry

Flint River Textiles

J. H. Williams

John Deere

Kubota

Kwikset

Mattel

Microfibers

Morat Gear

Mohawk Industries

MVE

Piolax

Pratt & Whitney

Precision Components

Proctor & Gamble

RUCO Polymer

Samson Company

Shaw Industries

White Path

Williams

YDK



Industry Commitment & Support

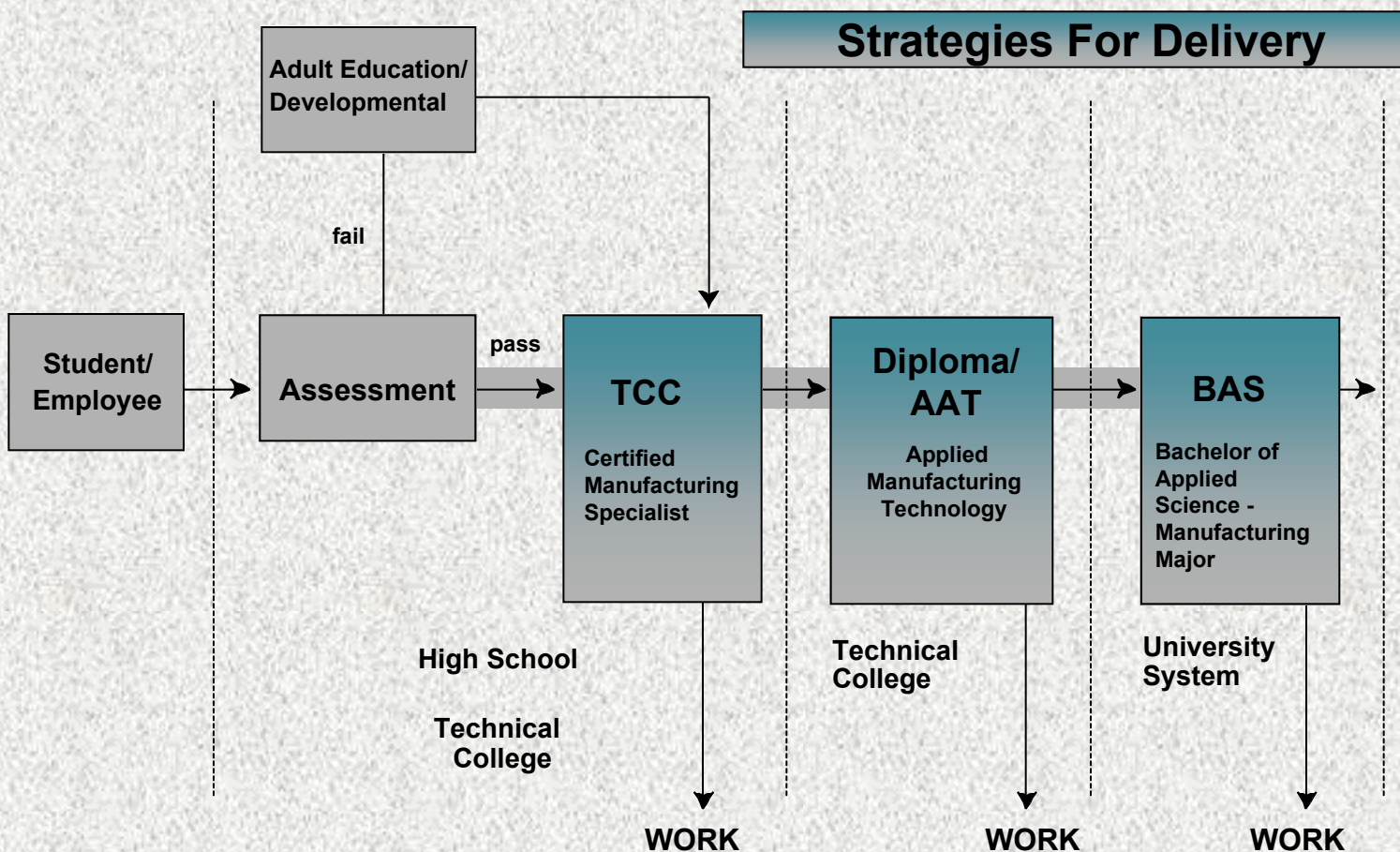
- **Current workforce development**
 - **Company paid CMS tuition**
 - **Company paid CMS training time**
 - **“Pay-for-skill” for graduates**
 - **Career ladder requirement**



Industry Commitment & Support

- **Incentives for CMS graduates**
 - Guarantee job interviews
 - Use of the industries logo in advertising
- **Additional program support**
 - Tuition reimbursement, if not HOPE qualified
 - Facility tours / class visits
 - Internships

The Model for Seamless Education





Connected to Business

- **Close to the Customer**
- **Business Systems in Place**
 - **System Infrastructure**
 - **Business and Industry Advisory Groups**
 - **Strategic Planning System**
 - **Community/Economic Development Interface**
 - **Collaborative Partnerships**

END



Example - Cluster Groups

- Technical operations
- Warehousing and distribution
- Maintenance
- Front line / lead supervisor



Technical Support & Instructional Materials

- Implementation guide
- Instructor / faculty guides
- Participant guides
- Overhead transparencies / power point presentations
- Activities and progress checks
- Performance checklists



Technical Support & Instructional Materials (Continued)

- Simulation designs
- Brochure design
- Promotional video
- Manufacturing overview video
- Computer based training units
- Computer review game
(Jeopardy based)